

Clarksville CSD

Clarksville EA

7/1/2006 6/30/2007

***CLARKSVILLE COMMUNITY SCHOOL
MASTER CONTRACT
2006-2007***

PREAMBLE	6
ARTICLE I: RECOGNITION	7
ARTICLE II: IMPASSE PROCEDURES	7
ARTICLE III: GRIEVANCE PROCEDURES	7
Definitions	7
Purpose	7
Rights of Employees to Representation	9
Miscellaneous	9
ARTICLE IV: TEACHER EVALUATION	10
ARTICLE V: ASSOCIATION RIGHTS	11
Use of Facilities	11
Communications	11
Access to Members	11
Board Meetings	11
ARTICLE VI: EMPLOYEE RIGHTS	11
Just Cause Provision	11
Evaluation of Students	10
ARTICLE VII: MANAGEMENT RIGHTS	11
ARTICLE VIII: NO STRIKE - NO LOCKOUT	12
ARTICLE IX: EMPLOYEE LOAD	12
Teaching Load	12
Preparation Time	12
ARTICLE X: EMPLOYEE HOURS	12
Work Day	12
Lunch Periods	12
Meetings	13
Field Trips	13
Employee Attendance	13
ARTICLE XI: EMPLOYEE WORK YEAR	13
In-School Work Year	13

Regular Contract	13
Definition of In-School Work Year	13
School Calendar	13
 ARTICLE XII: REDUCTION IN STAFF	13
Staff Reduction	13
Layoffs	14
Recall Provisions	14
Seniority	14
Exclusion.....	13
 ARTICLE XIII: VOLUNTARY AND INVOLUNTARY TRANSFERS	14
Definition	14
Voluntary Transfers	14
Involuntary Transfers	14
Notice of Vacancy	15
 ARTICLE XIV: EXTENDED LEAVES OF ABSENCE	15
Parental Leave	15
Association Leave	15
Public Office	15
Family Illness	15
Educational Leave	15
Good Cause	16
Group insurance	16
Number of employees	16
Family and Medical Leave Act	16
 ARTICLE XV: TEMPORARY LEAVES OF ABSENCE	16
Paid Leave	16
Personal	16
Jury and Legal	16
Association	16
Professional	16
Bereavement	17
Good Cause	17
In addition to Sick Leave	17
 ARTICLE XVI: SICK LEAVE	17
Accumulative Benefits	17
Notification of Accumulation	17
Extended Leave	17
Job-Related Injury	18
Family Illness	18
 ARTICLE XVII: HOLIDAYS	18

ARTICLE XVIII: HEALTH AND SAFETY PROVISIONS	18
Physical Fitness	18
Facilities	18
ARTICLE XIX: SALARIES	19
Schedule	19
Placement on the Salary Schedule	19
Advancement on Salary Schedule	19
Method of Payment	19
Extended Contract	19
Driver Education	20
Less than full time	19
ARTICLE XX: SUPPLEMENTAL PAY	19
Extra-Curricular Activities	19
Extra Duty Assignments	19
ARTICLE XXI: SALARY REOPENER	19
ARTICLE XXII: INSURANCE	19
Health and Medical	19
Dental Insurance	21
Long Term Disability	21
Coverage	21
Continuation	21
Flexible Spending Account	21
Descriptions	21
ARTICLE XXIII: INSURANCE REOPENER	21
ARTICLE XXIV: DUES DEDUCTIONS	21
Authorization	21
Regular Deduction	21
Termination	22
Transmission of Dues	22
Hold Harmless	22
ARTICLE XXV: OTHER PAYROLL DEDUCTIONS	22
ARTICLE XXVI: Phase II	21
ARTICLE XXVII: COMPLIANCE CLAUSES AND DURATION	22
Separability	22
Compliance	22
Printing Agreement	22

Notices	22
Duration Period	23
Signature Clause	23
 GRIEVANCE FORM	 24
 DUES DEDUCTION FORM	 25
 2006-2007 SALARY SCHEDULE	 25
 2006-2007 SUPPLEMENTAL PAY SCHEDULE	 26
 2006-2007 SCHOOL CALENDAR	 27

PREAMBLE

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the students of the Clarksville Community School District is their mutual desire.

WHEREAS, the Board and the Association have agreed to negotiate in good faith, and,

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, it is agreed as follows:

ARTICLE I: RECOGNITION

- A. The Board hereby recognizes the Clarksville Education Association, an affiliate of the Iowa State Education Association and National Education Association, as the certified exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument number 606 issued by the PERB on the 24th day of March, 1976, whether on contract or on leave, or on a per diem hourly, or class rate basis, employed or to be employed by the Board of Education of the Clarksville Community School District.

The unit described in the above certification includes as follows:

All full-time and regular part-time professional and certified employees, including but not limited to all classroom teachers, librarians, and guidance counselors.

The unit excludes as follows:

Superintendents, building principals, teacher aides, all non-professional employees and all employees excluded by Section 4 of the Act.

- B. The term "Board" as used in this agreement shall mean the Board of Education of the Clarksville Community School District or its duly authorized representatives.

The term "Employee" as used in this agreement shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.

The term "Association" as used in this agreement shall mean the Clarksville Education Association or its duly authorized representatives or agents.

ARTICLE II: IMPASSE PROCEDURES

The impasse procedure shall be as stated in the Public Employees Relations Collective bargaining law, Chapters 20.19-20.22.

ARTICLE III: GRIEVANCE PROCEDURES

A. Definitions

1. Grievance: A "grievance" is a claim by an employee, a group of employees, or the Association that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.
2. Aggrieved person: An "aggrieved person" is the person or persons or the Association making a complaint.
3. Party in Interest: A "party in interest" is the person or persons making the complaint and any person, including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the complaint.

B. Purpose

The purpose of this procedure is to secure, at the lowest possible level, and with the least possible disruption of the educational process, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

1. Time limits: The number of days indicated at each level shall be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by written mutual agreement.
2. Year-end grievance: In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.
3. LEVEL ONE -- Informal discussion with principal or designee: An employee with a potential grievance shall first discuss the problem with his/her principal or immediate supervisor directly, with the objective of resolving the matter at the lowest possible level.
4. LEVEL TWO -- Principal (Formal): If as a result of the informal discussion with the principal or his designee a grievance still exists, the aggrieved person may invoke the formal grievance procedure through the Association on the form set forth in Appendix A. The grievance form shall be available from the Association representative in each building and said form shall be signed by the grievant and a representative of the Association. A copy of the completed grievance form shall be delivered to the appropriate principal or his designee.

Formal grievance action shall be initiated within twenty (20) school days of the alleged incident.

The appropriate principal or his designee shall indicate his disposition of the grievance in writing within five (5) school days of the formal grievance and shall furnish a copy thereof to the Association.

If no disposition has been made within the five (5) day period, the grievance shall be transmitted to Level 3. If the aggrieved person or the Association is not satisfied with the disposition of the grievance, the grievance shall be transmitted to Level 3 within five (5) days of the disposition.

5. LEVEL THREE -- Superintendent or his designee: The Superintendent or his designee shall meet with the aggrieved person and the Association representative within five (5) school days of receipt of the grievance. Within five (5) school days of receipt of the grievance, the Superintendent or his designee shall indicate his disposition of the grievance in writing and shall furnish a copy thereof to the Association.
6. LEVEL FOUR -- Arbitration
 - a. If the Association is not satisfied with the disposition of the grievance by the Superintendent or designee, or if no disposition has been made within the time limits, the Association may submit the grievance to arbitration with written notice to the Superintendent within thirty (30) school days of the Level 3 response.
 - b. Within ten (10) school days after written notice to the Superintendent of submission to arbitration, the Superintendent and the Association shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment from said arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such a commitment within the specified period, a written request for a list of arbitrators shall be made to the PERB board by either party. The list shall consist of five arbitrators and the parties shall determine by lot which party shall have the right

to remove two names from the list. The party having the right to remove the first two names shall do so within two (2) school days, and the other party shall have one (1) additional school day to remove two of the three remaining names. The person whose name remains shall be the arbitrator.

- c. The arbitrator so selected shall confer with the representatives of the Board and the Association and hold hearings promptly and shall issue his decision not later than fifteen (15) school days from the date of the close of the hearings or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of fact, reasoning and conclusions on the issues submitted. The arbitrator, in his/her opinion, shall not amend, modify, nullify, or ignore or add to the provisions of this agreement. His/her decision must be based solely upon his/her interpretation of the meaning or application of the express language of the agreement. The decision of the arbitrator shall be submitted to the Board and the Association and shall be final and binding on the parties.
- d. The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by the Board and the Association. Any other expenses incurred shall be paid by the party incurring same.

C. Rights of Employees to Representation:

- 1. Employee and Association: Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association representative shall have the right to be present at all levels as a party of interest and shall have the right to grieve an adjustment of the employee's complaint if such adjustment is inconsistent or contrary to the provisions of this agreement.
- 2. Reprisals: No reprisals of any kind shall be taken by the Board or by any member of the administration against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.
- 3. Released Time: When it is necessary for an aggrieved person or an Association representative to meet regarding a grievance during the work day, said aggrieved person and representative shall be released without loss of compensation. Such meeting times are to be mutually agreeable.

D. Miscellaneous

- 1. Group Grievance: If, in the judgment of the Association, a grievance affects a group or class of employees, the Association, via its president or designee, may submit such grievance in writing directly to the Superintendent and the processing of such grievance shall be commenced at Level 3. The Association may process such a grievance through all levels of the grievance procedure. Grievance action shall be initiated within twenty (20) school days of the alleged incident.
- 2. Written Decisions: Decisions at Levels 2 through 3 of the grievance procedure shall be in writing setting forth the decision and the reasons therefore and shall be transmitted promptly to all parties in interest. Decisions rendered at Level 4 shall be in accordance with the procedures set forth in the section on arbitration.
- 3. Separate Grievance File: All documents, communications and records

dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants. The grievance file cannot be sent to any other school unless the employee and/or Association request it in writing.

4. Meetings and Hearings: All meetings and hearings under this procedure shall be conducted in private and shall include only witnesses, the parties in interest, and their designated or selected representatives, heretofore referred to in this article.

ARTICLE IV: TEACHER EVALUATION

- A. The professional performance of beginning teachers during their first and second years will be evaluated for licensure in accordance with the Beginning Teacher Mentoring and Induction requirements of the Teacher Quality Initiative Act. In accordance with the Beginning Teacher Mentoring and Induction portion of the Teacher Quality Initiative Act, a beginning teacher may be required to serve a third year in the Mentoring and Induction program before a licensure decision is made.
- B. The classroom teaching performance of regular first- and second-school year teachers shall be evaluated a minimum of three times each school year. A five-week interval must transpire between formal evaluations in order to provide the teacher opportunity to improve deficiencies stated in the previous evaluation. Beyond their second year of service, except for any beginning teacher who is required to serve a third year in the Mentoring and Induction Program, they will be formally evaluated as deemed practical and possible by the administration.
- C. At a pre-school workshop each school year, teachers will be acquainted by a member of the administrative staff with the evaluation instrument and procedures to be observed. The first formal evaluation may be held beginning the third week of the school year.
- D. Staff members shall be advised in advance of the time and date of the first evaluation visit. All other visits for purposes of evaluation will be made on a non-scheduled basis.
- E. The results of the minimum number of formal classroom observations provided for in B above shall be in writing with a copy to be given to the teacher and shall be preceded by an in-class observation of the teacher's performance. The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in their personnel file.
- F. Copies of all evaluation reports will become a part of the teacher's permanent record and will be available for review by that person at any time. The employee shall have the right to reproduce any of the contents of their file.
- G. The evaluator shall have a meeting with the teacher within five (5) school days following the classroom observation unless circumstances prevent either the employee or the administrator from meeting and prior to submission of the written report to the Superintendent.
- H. All formal evaluation of classroom teaching performance of a teacher shall be conducted openly and with full knowledge of the teacher.
- I. The building principal shall provide the employee with prescription and assistance to improve the quality of teaching and to eliminate difficulties noted in any evaluation. Such prescription and assistance shall be noted in writing and a copy retained by the appropriate supervisor and employee.
- J. An evaluation review committee shall be established for the purposes of

reviewing evaluations of an unsatisfactory nature, when requested to do so by the evaluator or the employee. The evaluation review committee shall be advisory in nature. The evaluation review committee shall consist of one administrator (other than the evaluator) and one employee (other than the person being evaluated) designated by the CEA.

- K. Any staff member receiving three (3) unsatisfactory evaluations will be placed on probation and frozen at the current salary level. A second year of such evaluation shall be considered just cause for dismissal.
- L. Teacher termination, based on negative formal teaching evaluations by the building principal, shall be deemed invalid if evaluation procedures (as prescribed in this article) are not properly followed.
- M. This article deals with but a single method of teacher evaluation, i.e., evaluation of classroom teaching performance. Nothing in this article is to be construed as precluding evaluation of teachers by any other means whatsoever as deemed appropriate by the administration of the school district. If other means than formal evaluation are used to evaluate teachers, the teachers must be notified of any resulting material placed in his/her file within two (2) school days of placement.

ARTICLE V: ASSOCIATION RIGHTS

- A. Use of Facilities: The Association and its members shall have the right to make use of school buildings and facilities at all reasonable hours for meetings and any equipment when it is not otherwise in use. The Association shall pay for the reasonable cost of all materials and supplies incidental to use. The principal of the building shall be given one (1) day advanced notification of all Association meetings.
- B. Communications: The Association shall have the right to post notices of activities and matter of Association concern on employee bulletin boards, at least one of which shall be provided in each teachers' lounge and workroom. The Association may use the district mail service and employee mail boxes for communication to employees.
- C. Access to Members: Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations.
- D. Board Meetings: The Board shall place on the agenda of each regular meeting for consideration under "New Business" any matters brought to its consideration by the Association provided such matters are made known to the Superintendent or the Board Secretary twenty-four (24) hours prior to said meeting.

ARTICLE VI: EMPLOYEE RIGHTS

- A. Just Cause Provision: No employee shall be dismissed, disciplined, reprimanded, reduced in rank or compensation, or given an adverse evaluation of his professional services without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to the grievance procedure herein set forth.
- B. Evaluation of Students: The employee shall have the responsibility to determine grades and other evaluations of students within the grading policies of the Clarksville School District based upon his or her professional judgement of available criteria pertinent to any given subject area or activity to which he is responsible. If a grade or evaluation should ever be challenged by a parent and a student, the principal shall determine the correct grade or evaluation based upon documentation.

ARTICLE VII: MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority of the public employee pursuant to Section 20.7, Code of Iowa, are reserved by the Board of Education, including but not limited to the right to hire, promote, demote, transfer, assign, suspend or discharge employees for proper cause, unless such rights are specifically limited by the express language of this agreement. No such right shall be exercised so as to violate any of the specific provisions of law or of this agreement.

ARTICLE VIII: NO STRIKE - NO LOCKOUT

- A. The Board shall not lock out its employees.
- B. No employee covered by this agreement, not the Association, nor any person acting on behalf of the Association shall ever or at any time engage in, encourage, authorize, or instigate any picketing, any recognition or any picket line at the School District's premises, any strike, slowdown, or other refusal to render full, proper, and complete services to the Board.
- C. Any violation or violations of any provision of this article by the Association, its members or representatives, or by any employee shall result in immediate discipline or discharge as determined appropriate by the Board.

ARTICLE IX: EMPLOYEE LOAD

- A. Teaching Load: The daily teaching load in the junior and senior high school shall be limited to seven (7) teaching periods per day unless the limitation is waived in writing. Assignment to a supervised study period or non-compensated extra-curricular activity during school hours shall be considered a teaching period for the purpose of this article.
- B. Preparation Time:
 - 1. Classroom employees shall have daily preparation time during which they shall not be assigned to any other duties as follows:
 - a. Elementary School - Their lunch period and 30 minutes per day.
 - b. Junior and Senior High School - 47 minutes per day.
 - 2. In those cases where regular substitutes are not available, and an employee assumes the responsibility of any extra class(es), the employee in charge shall be remunerated at the rate of 15.00 per period. The employee shall submit a bill for the above services.

ARTICLE X: EMPLOYEE HOURS

A. Work Day

Length of Day: The total in-school work day shall consist of not more than seven and one-half (7 1/2) hours, except where extra-curricular activities require the presence of an employee. The normal starting and quitting time shall be 8:00 a.m. to 3:30 p.m., with exceptions to the normal starting and quitting times being made only with prior notice to the Association. The work day shall include a duty-free lunch period as provided to employees under Section B of this article.

B. Lunch Periods

Grade Level and Other: Employees shall have a daily, uninterrupted, duty-free lunch period of at least twenty (20) minutes.

Leaving the Building: Employees may leave the building with permission during their scheduled duty-free lunch periods and during their preparation times.

C. Meetings

Meetings shall not be held on Fridays or on days preceding vacations, except in periods of emergency.

D. Field Trips

Field trips shall be scheduled and implemented in a manner which shall be mutually agreed upon by the employee and building principal. Permission for field trips shall be obtained from the principal to guarantee insurance coverage as a school-sponsored activity.

E. Employee Attendance

On work days, when because of bad weather or other emergency closing, students are not required to be in attendance, the employees shall not be required to be present. If students are dismissed early for such reason, employees shall not be required to stay after the departure of the busses.

ARTICLE XI: EMPLOYEE WORK YEAR

A. In-School Work Year

1. Regular Contract: The in-school work year for employees contracted on a nine (9) month basis (other than new personnel who may be required to attend an additional one (1) day of orientation) shall not exceed one hundred ninety (190) days.
2. Definition of In-School Work Year: The in-school work year shall include days when pupils are in attendance, orientation days, and any other days on which employee attendance is required.

B. School Calendar: The school calendar effective during this Agreement shall be as set forth in Schedule 3. Changes in the school calendar shall be made only after agreement between the Association and the Board. The Board will welcome input from the Clarksville Education Association into the school calendar prior to its adoption.

ARTICLE XII: REDUCTION IN STAFF

A. Staff Reduction: When in the judgement of the Board of Education, a substantial decline in enrollment or an unavoidable budgetary limitation requires a reduction in staff, the Board shall attempt to accomplish same by attrition. Attrition is defined to mean death, retirement, or teachers leaving the system.

Fully certified employees endorsed by the State of Iowa in the curricular area affected and with the least seniority in the school district shall be laid off first.

In those situations where seniority cannot be a criterion (equal experience by teachers in curricular area), evaluation of the employees as determined by the evaluation procedure under Article IV of this agreement shall be the criterion for layoff. Extra duty assignments, either past, present, or future, shall be a criterion in the layoff.

The administration shall provide written notice to the Association and to each employee who may possibly be affected by reduction no later than April 15 preceding each school year. Such notice shall include specific

written reasons for reduction in staff.

B. Layoffs will be made within the following categories: PK-6, individual subject and curricular areas in 7-12, special programs and federal or state-funded programs, e.g. Chapter I. It is the intention of parties that the above categories shall be considered separate units.

C. Recall Provisions: Any employee reduced for staff reduction reasons shall have recall rights for two (2) years from the effective date of his/her reduction. No teacher shall be prevented from securing other employment during the period he/she is laid off under this subsection. Laid off employees shall be reinstated in inverse order of their being laid off if qualified to fill the vacancies. No transfers of staff shall be used to prevent reinstatement of laid off teachers.

Notice of recall will be given by personal delivery or by registered or certified mail to the last known address furnished to the Board by the Employee. A copy of such notice of recall will be furnished to the Association by personal delivery or ordinary mail. If the Employee fails to respond within ten (10) working days after receipt of the notice or recall, the Employee will be deemed to have refused that position offer. The Employee shall be informed of the ten (10) working day limit in the communication.

D. For the purposes of this Article, seniority will begin to accrue as of the first day of the 190-day teaching contract. Seniority will continue to accrue during all paid leaves of absence. Seniority will not be broken by unpaid leaves, but such time will not be counted in computing seniority. Beginning with the 1984-85 school year, regular part-time employees, not including substitutes, will accrue seniority at the same rate as full-time employees.

E. Exclusion: This article shall not apply to employees hired to replace employees on extended leaves of absence.

ARTICLE XIII: VOLUNTARY AND INVOLUNTARY TRANSFERS

A. Definition: The movement of an employee to a different assignment, grade level or subject area shall be considered a transfer.

B. Voluntary Transfers: Employees who desire a transfer may file a written statement of such desire with the Superintendent. Such a statement shall include the grade and/or subject to which the employee desires to be assigned. Request for transfer for the following school year shall be submitted not later than July 1 or December 1 for second semester, unless mutually agreed upon by the affected teacher(s) and administrator.

In the determination of requests for voluntary re-assignments and/or transfers, the wishes of the individual employee shall be honored to the extent that the transfer does not conflict with the necessity to hire and/or maintain the most competent and qualified staff available in the interest of perpetuating the highest quality educational program possible. Final determination of transfers will be made by the Board in the best interests of the school system.

C. Involuntary Transfers: Notice of involuntary transfers shall be given by the administrator to the affected teachers(s) for the following school year not later than July 1 or December 1 for the second semester, unless mutually agreed upon by the affected teacher(s) and administrator. Any proposed involuntary transfer shall be necessary in order to hire and/or maintain the most competent and qualified staff available in the interest of perpetuating the highest educational program possible. Final determination of involuntary transfers will be made by the Board in the best interests of the school system.

- D. Notice of Vacancy: If the Employer desires to fill a bargaining unit vacancy for the following school year, written notice of such vacancy will be posted on bulletin boards used by employees for a period of three (3) days (Monday-Friday).

ARTICLE XIV: EXTENDED LEAVES OF ABSENCE

- A. Parental Leave: A leave of absence without pay for up to one year shall be granted to care for a child. Request must be given in writing to the Superintendent.

All benefits, including employees group insurance, may be continued at the employee's expense for the duration of the leave.

Parental Leaves are subject to the following conditions:

1. Notification: The employee shall notify the Board as soon as the employee foresees any necessity to alter employment commitments as a result of parental leave. Employees requesting a leave for the following school year must notify the board no later than April 15 of the current school year.
 2. Return Rights: The employee shall return to previously assigned full-time duties. Employee shall notify the Superintendent of their intent to return at least ten (10) school days prior to the day they wish to return to regular employment. Should a leave be granted through the end of the present school year, the employee shall notify the Superintendent of their intent to return for the following year by April 15 of the present school year. Upon returning to employment, the employee shall assume all previous rights and privileges and be restored to the next position on the salary schedule above that at which he/she left.
 3. Pay: An employee shall be entitled to all raises and increments upon return if the employee has served 100 teaching days or more in the school year. This 100-day period need not be continuous. If less than 100 days has been served, the employee will be restored on the salary schedule at the position he/she left.
 4. Adoption: In cases of adoption of a child, these policies shall apply where appropriate.
- B. Association Leave: A leave of absence without pay for up to two (2) years shall be granted to any employee for the purpose of serving as an officer of the State Association, its affiliates, or on its staff. Upon return from such leave, the employee shall be restored to the next position on the salary schedule above that at which he/she left. All fringe benefits acquired prior to the leave of absence shall be restored.
- C. Public Office: A leave of absence without pay for up to two (2) years shall be granted an employee, upon application, for the purpose of campaigning for, or serving in, a full-time public office. Upon return from such leave, an employee shall be restored to the next position on the salary schedule above that at which he/she left. All fringe benefits acquired prior to the leave of absence shall be restored.
- D. Family Illness: A leave of absence without pay for up to one (1) year shall be granted for the purpose of caring for a sick or injured member of the employee's immediate family. Immediate family shall consist of parent, spouse and/or children. Upon return from such leave, the employee shall be restored to the next position on the salary schedule above that at which he/she left. All fringe benefits acquired prior to the leave of absence shall be restored.

- E. Educational Leave: A leave of absence without pay for up to one (1) year shall be granted to any employee for the purpose of acquiring further education in any area the employee is presently certified by the state to teach.
- F. Good Cause: Other extended leaves of absence without pay may be granted in writing by the Superintendent for good reasons.
- G. Group insurance coverage during an extended leave of absence will be continued by the Board, provided the employee pays the full premium amount.
- H. Number of employees: The number of employees eligible for extended leaves of absence shall be limited to 10% of employees under the Agreement.
- I. The provisions of the Family and Medical Leave Act of 1993 are hereby incorporated into this Agreement by this reference. This inclusion shall in no way reduce or adversely impact any other provisions of this Agreement.

ARTICLE XV: TEMPORARY LEAVES OF ABSENCE

- A. Paid Leave: As of the beginning of the 1977-78 school year, employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year.
 - 1. Personal: At the beginning of every school year, each employee shall be credited with three (3) days to be used for the employee's personal use. A personal day may be used for any purpose at the discretion of the employee. An employee planning to use a personal leave day or days shall notify his/her principal at least one day in advance, except in cases of emergency. Up to two (2) unused personal days may be carried over to the following year to a total accumulation of five (5) days.
 - a. No more than two personal days will be granted for the same school day to elementary (PK-6) staff and no more than two personal days for the same day will be granted to junior high-high school staff (7-12). Requests for personal days will be granted in order of requests.
 - 2. Jury and Legal: Any employee called for jury duty during school hours or who is legally required to make an appearance in any judicial or administrative proceeding, or who shall be legally required to testify in any arbitration matter shall be provided such time.
 - 3. Association: Up to four (4) days shall be available for one (1) representative of the Association to attend conferences, conventions, or other activities of the state and national affiliated organization.
 - 4. Professional: At the beginning of every school year, each employee shall be credited with three (3) days to be used for the employee's professional leave with administrative approval. Professional days shall be used for educational purposes. Additional professional days may be granted at the discretion of the administration. Professional days shall be used for the purpose of:
 - a. Visitation to view other instructional techniques or programs.
 - b. Conferences, workshops, or other seminars conducted by colleges, universities, or other educational institutions and/or organizations.

Professional Conferences: The Board agrees to provide upon application by the employee, the necessary funds for employees who desire to attend professional conference. Necessary funds shall be mileage of twenty-eight (28) cents per mile from the school and up to \$150 of conference fees. Other appropriate expenses would include limits of \$15.00 of daily meal money. If conference is over a distance of 150 miles, one way from the school, the district will pay \$30.00 per night toward motel expense to a total of three nights for covered expenses.

School Transportation: Transportation will be provided by district owned vehicles whenever available.

5. Bereavement: Up to four (4) school days of leave shall be granted at any one time in the event of death of an employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, grandparent-in-law, step-parent, step-child, grandchild, and any other member of the immediate household. Employees shall be granted up to one (1) school day to attend the funeral or burial of a friend or relative outside the employee's immediate family as defined above. In the event of the death of an employee or student in the Clarksville School District, the principal of said employee or student shall grant an appropriate number of employees sufficient time to attend the funeral.
6. Good Cause: Other temporary leaves of absence without pay may be granted in writing by the principal for good reason.

B. In addition to Sick Leave: Leaves taken pursuant to Section A of this Article shall be in addition to any sick leave to which the employee is entitled.

ARTICLE XVI: SICK LEAVE

A. Accumulative Benefits: All certified full-time employees shall be entitled to fifteen (15) work days leave of absence and all certified less than full-time employees shall have their sick leave pro-rated to a minimum of ten (10) work days leave of absence with full pay for physical or mental personal illness, bodily injury, or medically-related disabilities, including disabilities resulting from pregnancy or childbirth or contagious diseases:

1. which requires the employee's confinement,
2. which render the employee unable to perform assigned duties, or
3. when performance of assigned duties would jeopardize the employee's health or recovery.

Unused sick leave shall be accumulated up to 120 days maximum limit; however, an employee who has accumulated 120 days sick leave will be allowed to utilize the yearly allowance of sick leave days before days are deducted from the 120 days maximum accumulated sick leave. If any employee is absent more than five (5) consecutive days, the employee shall have a doctor's excuse.

B. Notification of Accumulation: Upon an employee's request, he/she shall be given a copy of a written accounting of accumulated sick leave.

C. Extended Leave: An employee who is unable to work because of physical or mental personal illness or disability, or illness, disability, or death of a member of his/her immediate family, and who has exhausted all sick leave available shall be granted a leave of absence without pay for the duration of such illness or disability, up to one (1) year and the leave

may be renewed each year. Renewal is subject to Board approval. The Board agrees to continue insurance coverage provided by this agreement for the duration of said leave. The insurance premium will be paid by the employee.

- D. Job-Related Injury: Upon request of the employee in writing to the Superintendent, the employer will pay the employee the difference between the employee's set salary and the salary replacement benefit received under Worker's Compensation Insurance during the period of receipt of such benefits. The employee's accumulated sick leave will be reduced by the amount of the sick leave paid by the District. If this option is not chosen, the employee will receive only the Worker's Compensation payment.
- E. Family Illness: Certified employees will be allowed to use five days of sick leave per year for the reason of family illness. Family shall consist of parent, spouse, and/or children. An additional three days of accumulated sick leave can be used for the purpose of family illness at any one time in the event of a serious illness that requires hospitalization or is life threatening. These three additional days shall apply to family as defined above, plus son-in-law, daughter-in-law, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandparent, grandchild, or any other member of the immediate household. Employees shall be granted up to one (1) school day of accumulated sick leave, after family days are used up, at any one time to accompany a family member during a non-routine doctor's appointment or same-day surgery. Family is defined as parent, spouse, and/or children.

ARTICLE XVII: HOLIDAYS

- A. Holidays: The regular and extended contract of employees shall include six (6) paid holidays. Such holidays shall include Labor Day, Thanksgiving, Christmas, New Year's Day, Good Friday, and Memorial Day. No employee shall be required to perform duties on any of the above holidays. Exceptions to this policy shall be negotiated with the Association.

ARTICLE XVIII: HEALTH AND SAFETY PROVISIONS

A. Physical Fitness:

1. All new employees are required to provide evidence of physical fitness to perform duties assigned and freedom from communicable diseases.
2. Such evidence shall be limited to a statement from a licensed physician on a form furnished by the Board. This completed statement must be submitted to the Board Secretary prior to September 15 of the school year.
3. The Board will contract with a license physician(s) to provide the physical examination and testing as required in #1 above.
4. Any employee who chooses not to use the Board-designated physician provider(s) will assume all costs of the employment physical fitness examination and testing.

B. Facilities:

1. A serviceable desk, chair, and lockable storage area for the use of the employee shall be maintained by the school.
2. Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being.

ARTICLE XIX: SALARIES

A. Schedule: The salary of each employee covered by the regular salary schedule is set forth in Schedule 1, which is attached and made a part of this agreement.

B. Placement on the Salary Schedule:

1. Adjustment to Salary Schedule: Each employee shall be placed on their proper step on the salary schedule as of the effective date of this agreement and in accordance with paragraph two (2) below. Any employee that serves for 100 school days or more of any school year shall be given full credit for one (1) year of service toward the next increment step for the following year.
2. Credit for Experience: Credit for up to ten (10) years experience on any salary level on the employee salary schedule shall be given for previous outside teaching experience in a duly accredited school upon initial employment.

C. Advancement on Salary Schedule:

1. Increments: Employees on the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum for their education classification is reached. A year of service consists of employment in the Clarksville District for 100 teaching days or more in the school year.
2. Educational Lanes: Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she shall file suitable evidence (such as an official grade transcript) of additional credit with the Superintendent no later than thirty (30) days after the beginning of each semester and pay adjustments shall be retroactive to the beginning of the same semester. Such additional credit meets any one of the following criteria:
 - a. The credit shall be graduate credit in any area the employee is presently certificated to teach.
 - b. The credit will be accepted if course is mandated by the Iowa Department of Education or Iowa law, e.g. Human Relations.
 - c. The credit shall be approved in advance by the Superintendent if it is not in an area the employee is presently certificated to teach.

D. Method of Payment:

1. Pay periods: Each employee shall be paid in 12 equal installments on the 20th of each month.
2. Each employee shall be paid in 12 equal installments on the 20th of each month through electronic deposit. When pay-day falls on a weekend, holiday, or vacation period, the deposit will be sent on the work day immediately preceding.
3. Summer Direct Deposit Slips: Summer direct deposit slips shall be mailed to the address designated by the employee.

E. Extended Contract: The salary schedule is based upon the regular school

calendar and normal teaching load as set forth in this agreement. Any employee whose classroom teaching assignment exceeds the regular work year will be additionally compensated as follows:

1. The extended work year shall be a per diem rate. For example: if the work year is 190 days, then someone contracted for 200 days would receive 10 times the salary divided by 190.

F. Driver education is to be on a separate contract and will be reimbursed at the rate of one hundred sixty-five dollars (\$165) per pupil in the program.

G. Less than full time: Any teacher employed on a less than full time contract will be compensated at the same fraction of employment at the appropriate level and step.

ARTICLE XX: SUPPLEMENTAL PAY

A. Extra-Curricular Activities:

1. The Board and the Association agree that the extra-curricular activities listed in Schedule 2 are the official school sponsored activities.
2. Employee participation in extra-curricular activities which extend beyond the regularly scheduled in-school day shall be compensated according to the rate of pay in Schedule 2, which is attached hereto and made a part thereof.
3. The employee shall have the choice of taking payment either in equal installments as per payment of the employees' teaching salary (12 payments), or may request one payment upon completion of the contracted extra-curricular duty. If payment is to be made in a single installment, request for payment must be submitted to the Board Secretary upon completion of the extra-curricular activity. The choice of extra-curricular payment will be indicated on the contract. The Association recognizes the right of the Board to pay non-bargaining unit activity sponsors and coaches under a different installment plan.

B. Extra Duty Assignments: Extra duty assignments for which specialized training or Iowa certification is not required shall be first awarded to those employees who voluntarily request the assignment. In the event that two or more employees volunteer for the same assignment, that employee with the greatest accrual of district seniority shall be awarded the assignment. In the event that no employee volunteers for such assignments, the district will distribute the available work evenly among the available employees with those employees with the greatest accrued district seniority being chosen last. Payment for extra duties will be in accordance with Schedule 2.

ARTICLE XXI: SALARY REOPENER

If new monies are made available by the state legislature in addition to the current state finance plan, 60% of that additional money shall be applied equally as a bonus. The bonus shall be paid within two months after additional money is received. If a teacher does not fulfill his/her contract, then the amount of the bonus may be deducted from his/her final check.

ARTICLE XXII: INSURANCE

A: Health and Medical: The Board agrees to provide each full-time certified employee (employee must work thirty (30) hours or more per school week) with a full single health and a full single dental plan. The Board will pay 80% of the family premium with a minimum of \$900 per month towards

the employee's family insurance plan. If employees don't enroll in the family health insurance plan, a \$125 per month annuity, of the employee's choice, will be purchased by the board in the name of the employee. All full-time certified employees must participate in the health plan provided by the district by enrolling at least at the highest deductible level for the single plan offered.

1. Regular part-time certified employees (employees working less than thirty (30) hours per school week) will be insured at the same fraction of employment.

B. Dental Insurance

1. The employees may participate in family coverage at the employee's expense through payroll deduction.

C. Long Term Disability

1. The Board shall pay the employee's premium on a long term disability plan as specified by carrier (90 day waiting period).

D. Coverage: The Board-provided insurance shall be for twelve (12) consecutive months. Employees new to the district shall be covered by the Board-provided insurance and will be responsible for seeing that a properly filled out enrollment form is filed with the Secretary of the Board at least two (2) weeks before the first day of work.

E. Continuation: In the event that an employee, absent because of illness, injury, or disability, has exhausted sick leave accrual, the above-mentioned benefits shall continue throughout the balance of the school year.

F. Flexible Spending Account: The Board shall provide each employee an opportunity to enroll in a Flexible Spending Account for health and medical expenses not covered by the district's insurance plan and childcare expenses.

G. Descriptions: The Board shall provide each employee a description of the insurance coverage provided within twenty (20) days of the beginning of the school year or date of employment, which shall include a clear description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of application and enrollment meetings.

H. The health insurance plan, dental plan, and LTD plan shall be mutually agreed upon by the Board and the Association.

ARTICLE XXIII: INSURANCE REOPENER

For the sole purpose of deleting medical (A) or dental (B) specifications(s) that are dropped by the current insurance carrier, Article XXII shall be reopened. The dropping of specifications(s) shall be verified by written notice from the insurance carrier.

ARTICLE XXIV: DUES DEDUCTIONS

A. Authorization: Any employee who is a member of the Association, or who has applied for membership, must sign and deliver to the Board an assignment authorizing payroll deduction of professional dues on or before October 1 of each year. The form for assignment shall be provided by the Association (Appendix B). The Board will continue to deduct dues upon authorization by the employee.

B. Regular Deduction: Upon receiving authorization, the Board shall deduct one-sixth (1/6) or one-tenth (1/10) of the total dues from the regular

salary check of the employee of each month for six (6) or ten (10) months, beginning in October and ending in March or July of each year.

- C. Termination: Any employee who terminates employment prior to March shall provide verification to the Board from the Association that dues are paid in full or that satisfactory arrangements have been made therefore.
- D. Transmission of Dues: The Board shall transmit to the Association the total monthly deduction for professional dues within ten (10) school days following each regular period. A listing of employees for whom deductions are being made shall be furnished with the October deductions.
- E. Hold Harmless: The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, costs, suits or other forms of liability and all court costs arising out of the application of the provisions in the Agreement between the parties for dues deductions.

ARTICLE XXV: OTHER PAYROLL DEDUCTIONS

Upon appropriate written authorization from the employee, the Board may deduct from the salary of an employee and make appropriate remittance for annuities, credit union, or any other plans for programs jointly approved by the Association and the Board.

ARTICLE XXVI: PHASE II

Phase II monies have been integrated within the salary schedule. Full contracted salary is contingent upon receipt of Phase II dollars from the State. If the State does not provide Phase II monies, the salary will be reduced by the proportional amount.

ARTICLE XXVII: COMPLIANCE CLAUSES AND DURATION

- A. Separability: If any provision of this agreement or any application of this agreement to any employee or group of employees is ruled by the courts to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, and the Board and the Association shall enter into immediate negotiations to replace said provisions, full force and effect.
- B. Compliance: Except to the extent expressly modified or governed by the terms of this Agreement, level of benefits in the following areas in effect at the execution of this Agreement shall be maintained at their present level during the term of this Agreement: (1) wages; (2) hours; (3) vacations; (4) insurance; (5) holidays; (6) leaves of absence; (7) shift differentials; (8) overtime compensation; (9) supplemental pay; (10) seniority; (11) health and safety matters; (14) evaluation procedures; (15) procedures for staff reduction; and (16) in-service training.
- C. Printing Agreement: Cost of printing this Agreement shall be shared equally by the Association and the Board. Printing shall be within thirty (30) days after the agreement is signed. The Agreement shall be presented to all employees now employed, hereafter employed, and shall be made accessible to those considered for employment by the Board. Thirty additional copies shall be printed - fifteen made available to the Association and fifteen to the Board.
- D. Notices: Whenever any notice is required to be given by either of the parties to this Agreement to the other, pursuant to the provision(s) of this Agreement, either party shall do so by telegram or letter at the following designated addresses or at such other address as may be designated by a pay in written notification to the other party.

1. If the Association, to the Board at:

Clarksville School Board
318 N. Mather
Clarksville, IA 50619

2. If the Board, to the Association at:

Clarksville Education Association
318 N. Mather
Clarksville, IA 50619

E. Duration Period: This Agreement shall remain in full force and effect for a period of one (1) year commencing on July 1, 2006 through June 30, 2007.

F. Signature Clause: In witness whereof, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators and their signatures placed thereon, on the 16th day of March, 2006.

Clarksville Community Schools
Board of Education

By _____
Its President

By _____
Its Chief Negotiator

Clarksville Education Association

By _____
Its President

By _____
Its Chief Negotiator

Appendix A

GRIEVANCE FORM

Date of Alleged Grievance: _____

Date of Filing: _____

Party Filing: _____

Subject of Grievance: _____

Appendix B

DUES DEDUCTION FORM

I hereby authorize the Board Secretary to deduct one-sixth ($1/6$) or one-tenth ($1/10$) of the total dues from my regular salary check each month for six (6) or ten (10) months, beginning in October.

Signed: _____

SCHEDULE 1

2006-2007 SALARY SCHEDULE

	BA	BA12	BA24	MA
0	\$24,725	\$25,025	\$25,375	\$25,775
1	\$25,714	\$26,026	\$26,390	\$26,806
2	\$26,703	\$27,027	\$27,405	\$27,837
3	\$27,692	\$28,028	\$28,420	\$28,868
4	\$28,681	\$29,029	\$29,435	\$29,899
5	\$29,670	\$30,030	\$30,450	\$30,930
6	\$30,659	\$31,031	\$31,465	\$31,961
7	\$31,648	\$32,032	\$32,480	\$32,992
8	\$32,637	\$33,033	\$33,495	\$34,023
9	\$33,626	\$34,034	\$34,510	\$35,054
10	\$34,615	\$35,035	\$35,525	\$36,085
11	\$35,604	\$36,036	\$36,540	\$37,116
12	\$36,593	\$37,037	\$37,555	\$38,147
13	\$37,582	\$38,038	\$38,570	\$39,178
14	\$38,571	\$39,039	\$39,585	\$40,209

CAREER INCREMENT - 6% OF BA STEP 0

SCHEDULE 2

2006-2007 SUPPLEMENTAL PAY SCHEDULE

	.025	.030	.035	.040	.050	.070	.080	.100	.120
0	\$618	\$742	\$865	\$989	\$1,236	\$1,731	\$1,978	\$2,473	\$2,967
1	\$643	\$771	\$900	\$1,029	\$1,286	\$1,800	\$2,057	\$2,571	\$3,086
2	\$668	\$801	\$935	\$1,068	\$1,335	\$1,869	\$2,136	\$2,670	\$3,204
3	\$692	\$831	\$969	\$1,108	\$1,385	\$1,938	\$2,215	\$2,769	\$3,323
4	\$717	\$860	\$1,004	\$1,147	\$1,434	\$2,008	\$2,294	\$2,868	\$3,442
5	\$742	\$890	\$1,038	\$1,187	\$1,484	\$2,077	\$2,374	\$2,967	\$3,560
6	\$773	\$927	\$1,082	\$1,236	\$1,545	\$2,163	\$2,473	\$3,091	\$3,709
7	\$804	\$964	\$1,125	\$1,286	\$1,607	\$2,250	\$2,571	\$3,214	\$3,857
8	\$834	\$1,001	\$1,168	\$1,335	\$1,669	\$2,337	\$2,670	\$3,338	\$4,005

- 12% Athletic Director
- 10% Head Wrestling; Head Varsity Football; Head Boys/Girls Varsity Basketball; Head Volleyball
- 8% Head Summer Baseball; Head Summer Softball; Head Co-Ed Track; Instrumental Music; Vocal Music
- 7% Ass't Varsity Football; Asst. Boys/Girls Basketball; Head Boys/ Girls Track; Ass't Wrestling; Asst. Volleyball
- 5% JH Football; JH Wrestling; JH Boys/Girls Basketball; Yearbook; Newspaper; Ass't Summer Baseball; Ass't Summer Softball; Ass't Co-Ed Track; Varsity Boys & Girls Golf
- 4% Fall Play; Spring Musical; Lg. Group Speech; Individual Speech; Weight Room; Junior Class Sponsor (Step 0 - To be divided between sponsors); Ass't Track
- 3.5% Varsity Boys Golf; Varsity Girls Golf
- 3% Cheerleaders; JH Boys/Girls Track; JH Volleyball; JH Baseball/ Softball; Flag Girls; Ass't JH Football
- Official team scorekeeper/timekeeper for varsity sports will be paid \$15.00 per game/date. Keeper must sign official book before payment is made. This position must be offered first to any certified on-staff employees. If two or more employees desire the same position, determination will be decided by seniority.
- 2.5% Ass't JH Baseball

Schedule 3
Clarksville Community School District
2006-2007 School Calendar

Summary of Calendar				M	T	W	Th	F	Classroom Days	DATE	EVENTS
Days in Classroom											
First Semester	90	August	7	8	9	10	11		0	Aug 21	New Staff Inservice
Second Semester	90		14	15	16	17	18		0	Aug 22-23	Pre-Service Workshops
	180		21	22	23	24	25		2	Aug 24	Begin 1st Semester
			28	29	30	31			4	Aug 24	Begin 1st Quarter
New Staff Inservice Days	1	September						1	1	Sept 1	1 Hour Early Dismissal
Inservice Days	2		4	5	6	7	8		4	Sept 4	Labor Day
Prof Development Days (TQI)	2		11	12	13	14	15		5	Sept 12	School Board Election
	5		18	19	20	21	22		5	Sept 20	12:30 Dismissal -- Inservice
			25	26	27	28	29		5		
Vacation Days	7										
No School -- Contract Days	2	October	2	3	4	5	6		4	Oct 2	No School -- Prof Dev Day (TQI)
	9		9	10	11	12	13		5	Oct 25	12:30 Dismissal -- Inservice
			16	17	18	19	20		5	Oct 27	End of 1st Quarter (45 days)
Holidays (No School)	6		23	24	25	26	27		5	Oct 30	Begin 2nd Quarter
	6		30	31					2		
Total Calendar Days	200	November			1	2	3		3	Nov 9	Parent-Teacher Conferences
			6	7	8	9	10		5	Nov 14	Parent-Teacher Conferences
Holidays:			13	14	15	16	17		5	Nov 21	1 Hour Early Dismissal
Labor Day	9/4		20	21	22	23	24		2	Nov 22	No School -- Contract Day
Thanksgiving Day	11/23		27	28	29	30			4	Nov 23	Thanksgiving
Christmas Day	12/25									Nov 24	Vacation
New Year's Day	1/1	December					1		1		
Good Friday	4/6		4	5	6	7	8		5	Dec 6	12:30 Dismissal -- Inservice
Memorial Day	5/28		11	12	13	14	15		5	Dec 22	1 Hour Early Dismissal
			18	19	20	21	22		5	Dec 25	Christmas Day
			25	26	27	28	29		0	Dec 26-29	Vacation
Inservice Days:											
New Staff	8/21	January	1	2	3	4	5		3	Jan 1	New Year's Day
Pre-Service Workshops	8/22 & 23		8	9	10	11	12		5	Jan 2	Vacation
Prof Development Days (TQI)	10/2 & 1/15		15	16	17	18	19		4	Jan 12	End of 2nd Quarter (45 days)
			22	23	24	25	26		5	Jan 12	End of 1st Semester (90 days)
Early Dismissals for Inservice:			29	30	31				3	Jan 15	No School -- Prof Dev Day (TQI)
September 20, 2006										Jan 16	Begin 2nd Semester
October 25, 2006		February				1	2		2	Jan 16	Begin 3rd Quarter
December 6, 2006			5	6	7	8	9		5		
March 7, 2007			12	13	14	15	16		5	Feb 15	Parent-Teacher Conferences
April 5, 2007			19	20	21	22	23		4	Feb 20	Parent-Teacher Conferences
May 2, 2007			26	27	28				3	Feb 23	No School -- Contract Day
		March				1	2		2		
			5	6	7	8	9		5	Mar 7	12:30 Dismissal -- Inservice
			12	13	14	15	16		4	Mar 16	Vacation
Parent-Teacher Conferences:			19	20	21	22	23		5	Mar 21	End of 3rd Quarter (45 days)
Fall -- November 9 & 14			26	27	28	29	30		5	Mar 22	Begin 4th Quarter
Spring -- February 15 & 20											
3:45 to 5:00 & 6:00 to 8:30 P.M.		April	2	3	4	5	6		4	Apr 5	12:30 Dismissal -- Inservice
			9	10	11	12	13		5	Apr 6	Good Friday
Begin Semester			16	17	18	19	20		5		
End Quarter/Semester			23	24	25	26	27		5		
			30						1		
Snow Make-Up Days:		May		1	2	3	4		4	May 2	12:30 Dismissal -- Inservice
1st May 25, 2006			7	8	9	10	11		5	May 20	Commencement
2nd May 29, 2006			14	15	16	17	18		5	May 24	End of 4th Quarter (45 days)
3rd May 30, 2006			21	22	23	24	25		4	May 24	End of 2nd Semester (90 days)
4th May 31, 2006			28	29	30	31			0	May 28	Memorial Day
5th June 1, 2006											
If needed, additional make-up days will continue from June 4 until all days are made up.		June					1				
			4	5	6	7	8				
			11	12	13	14	15				